

Executive Summary



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Purpose & Goal

There is a shift in the public health sector towards health equity. But what does this really mean? Are you at a place where you are ready to take concrete action to integrate health equity into your work? This toolkit can be used to help answer these questions: a concrete, actionable plan for beginning your work towards incorporating health equity into your organization.

The purpose of this toolkit is to support public health departments in rural and remote communities take action to improve health equity through internal organizational development. Based on a wide variety of resources, experiences, and expertise, the content of this toolkit is designed to lay a strong foundation of understanding health equity and creating an impactful change through concrete action steps. The toolkit engages participants at a personal and organizational level through analytical evaluation, relational reflection, and emotional connection, eliciting the profound shift in fundamental perspectives and organizational culture that is the core of health equity work. This toolkit focuses primarily on the internal structure and culture of an organization, which lay the foundation for direct community-wide efforts.

Requirements for Success

Although this toolkit is designed to streamline your efforts, implementation of this toolkit requires an organizational commitment and allocation of resources to be successful. The primary resource required is dedication of staff time. As with many things, the more resources devoted to this work, the quicker you will find success. Resources to implement this toolkit include:

- ✓ Regular 30-60 minute meetings with all staff or stakeholders, suggested at least monthly, and more frequently if possible
- ✓ A minimum of 30 minutes between lessons for personal practice homework
- ✓ Two staff members assigned in the co-facilitator roles, with 2-5 hours to prepare for each session, in addition to the time required above
- ✓ A committee of staff to implement the organizational development process, with 2-5 hours set aside for this work monthly
- ✓ A small budget for printing materials and purchasing reading materials (\$50-100)

This work is not easy, but it is worth it. If you are ready to start the journey towards creating systemic changes that will support the elimination of health disparities, and you can commit the resources above to implementing this toolkit for at least 6 months, then now is the time to begin.

Acknowledgements

The OMNI Institute wants to thank The Telligen Community Initiative, Silver Thread Public Health District, and Pitkin County Public Health Department for their partnership in the creation of this toolkit.